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OSHAWA, ONTARIO

DEC 18 1987 DECEMBER 17, 1987

Merry Christmas and Happy New Year To all our Union Members and their Families from your Executive, Editor and Staff



Sinclair's Corner

By JOHN SINCLAIR
President

First of all, I'd like to say to all the members of the Lear Siegler Unit of Local 222, CAW that I hope by the time you read this article we will have a new Agreement in place.

To all GM workers who have been affected by the lay-off, I cannot emphasize strongly enough that you follow the instructions in the pamphlet that was distributed in the plant to assist you in filling out your Unemployment Insurance forms.

This pamphlet has been reproduced for your information below.

UI AND SUB INFORMATION "B" SYSTEM SHIFT LAY-OFF

This pamphlet contains important general information for your upcoming shift lay-off. Please read it and follow these important steps in order to receive your maximum lay-off benefits.

1. File immediately for unemployment insurance the last day worked. Please write your "Shift Number" (one or two), "GM SUB Claim" and also "Plant No. 1" on top of your application. Your lay-off kit will be distributed by your supervisor. If you didn't receive one, ask for it. Applications will also be available at Gond Towers, Union Hall, GM SUB

Office or from your SUB Representatives. Do not send in your UI application till your shift starts its lay-off.

2. File through the Oshawa office regardless of where you live. All Records of Employment (ROE's) will be sent to the Oshawa UIC Office by General Motors.

3. File for SUB as soon as you receive your SUB application from your supervisor. Complete both sides and return it to your supervisor the same day you receive it. The SUB Office will accept one SUB application for the duration of this lay-off as long as you return to work every two weeks when your shift returns to days. If your lay-off is interrupted by S & A, WCB or sick leave-of-absence, you have to report to the Medical Centre to be fit for work and you have to file another SUB application. Please ask for documentation at the Medical Centre that you were declared fit for work.

4. Everyone has to file a Mass Lay-Off (MLO) application. Please do not wait for Reporting Cards if you filed for sick leave waiting period with UIC prior to the lay-off. You need a MLO application to set you up on a lay-off claim with UI.

5. Most of the UI claims will be re-

newal claims and cards will be sent to you by the end of the 4th week. If you didn't receive it by then, please inquire.

6. You do not receive any Vacation Pay. Your answer to the Vacation question is NO.

7. Please check your UI and SUB application over. Make sure you have the correct Social Insurance Number, Serial Number and last day worked date. Also make sure you have your Shift Number on top with GM SUB claim and Plant No. 1. On your SUB application identify all your legal dependents so you can receive your maximum SUB benefits.

8. When you receive your UI Reporting Cards make sure you fill them out correctly. If you're on Shift No. 2, you have one week clear and one week earnings. If you're on Shift No. 1, the first two weeks are lay-off and the following two weeks declare two full weeks of earnings for the Christmas Period. Regardless what shift you are on, both Christmas and New Years week will be paid by short work week and statutory holiday pay or 3 days worked and 2 days statutory holiday pay.

9. Please make sure your answer to Question No. 2 on back of your UIC card is always no. If you answer yes —

no further cards will be sent to you, and you will have to refile another application.

10. When the 1988 Income Tax Exemption becomes available, everyone has to file a new SUB application. No. 2 Shift prior to January 17th and No. 1 Shift prior to January 21, 1988.

11. Please use the following Tax Exemption for the start of this lay-off. Self \$4,220.00, Spouse \$3,700.00, Child 18 and over \$1,200.00, Child under 18 \$560.00.

I would like to wish all the members and their families a very Merry Christmas and a happy and prosperous New Year.

NOTICES OF MOTION GM UNIT

- Whereas the CAW Council has passed the right of Local Unions to elect jobs currently appointed by Bob White's office, that we elect all Health and Safety Representatives and their Alternates from the membership of the zones they represent and that these elections be held as soon as it is feasible to do so.
- On December 17, 1987 at the General Motors Unit meeting, that the following will be discussed and voted on: That all Union Reps., e.g. Union Counsellors and Substance Abuse Reps should stand for election under the same rules as Union Committeemen, Districts and Chairman.
- That one of the Health and Safety Representatives negotiated be a Skilled Tradesperson elected by Skilled Trades only.

Secretary-Treasurer's Report

By TOM HOAR

Well we're at the end of another year where we saw a lot of things happen within our Local Union.

One of the highlights was our own local celebrating it's 50th anniversary on March 2, followed by the ladies auxiliary the very next week. Both of these events went very well due to many hours of volunteer work, and those individuals deserve many thanks for showing the rest of the local what accomplishments have been made over the past 50 years.

Next came the executive elections with the typical interference from the national Union who deviated from an earlier decision that said we must conduct elections even if some plants were on lay-off such as the Truck Plant was in Sept. 1986 when they were so anxious to force area chairmen on the membership.

Then came the provincial elections and a majority government elected on a mandate against free trade, but who now say they can only veto provincial matters. The NDP while now the official opposition was reduced to 19 seats.

Free trade has dominated the press and media since Reagan and Mulroney counterparts came up with a DEAL that none of us would like to be holding in a poker game. This DEAL will be an election issue when the government finds that wind blowing right to call same. The ELEC-

TION should be called before the final DEAL is signed.

My wish for 1988 is that there be an election on FREE TRADE, and any others that are necessary to preserve democracy across the land and also in our Local. Bob White is right when he calls for this election, and I hope he doesn't stop any within the local because this would be talking out of both sides of his mouth!

I want to take this opportunity to wish all members and their families a very Merry Christmas and a Happy New Year.

Energy Sell Out

By ED BROADBENT
MP Oshawa

Non-renewable energysources are just that: they are getting increasingly scarce. Americans need more energy now and they will want more of it in the future.



They know it and we know it.

As energy resources grow increasingly valuable, Americans would be willing to pay more to meet their energy needs. The higher earnings from sales

could then be plowed back into energy exploration or diversification of our regional economies.

Unbelievably, under the terms of the Mulroney trade deal, the better the deal we are able to strike with the U.S. the more it will cost Canadian customers.

Former Alberta Premier Lougheed's admission that prov-

inces have lost control over energy pricing underscores the enormous cost Canadian consumers will have to pay to prop up the Mulroney trade deal.

Energy producing provinces price their product lower for their own provincial citizens and companies than for exports. That gives Canadian companies a competitive advantage. But Lougheed admitted that this common sense approach to economic development has been taken away from the provinces.

Confidential American documents and Canadian briefing papers for behind closed doors have admitted that the government forfeited Canadians' right to a sensible two-tier energy pricing policy.

But in public, Tory Ministers continue to deny this.

It took former Premier Peter Lougheed, talking before the House of Commons trade committee, to tell Canadians what has been said behind closed doors. Lougheed said losing control over pricing is the cost Canadian customers have to pay in order

to get access to American markets.

That is not only short-sighted but foolish. In one destructive blow the Mulroney trade deal would gut our capacity to give fair prices to Canadian citizens and companies and would rob Canadians of an enormous competitive advantage in our biggest export market, the United States. In effect we gain nothing.

What's worse, we are left with less than we started with. Under the Mulroney trade deal Canada will have to share our precious and dwindling energy supplies with the United States on an equal basis. That means we'll have to ship our resources to the United States even when we don't have enough energy to meet our own needs.

The Mulroney trade deals sells out our natural resources. It binds us to a trade policy that will hurt average Canadians. Brian Mulroney has no mandate to trade away Canada's future.

May I take this opportunity to send you and your family my best wishes for the holiday season.

MAILING LABEL

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Oshawa Public Library,
65 Bagot St.,
Oshawa, Ont., L1H 1N2.

Mr. Nice Guy

By HARVEY ROSS,
Alternate Committeeman, Zone 34

We all know him, as he is your supervisor. He sits in his glass office, hides behind stock, and peeks around lockers, all the time trying to catch you making a mistake. When he catches you and you put in a call, we convene in an office to debate his planned discipline. He starts out by apologizing profusely, looking very uncomfortable and

telling us he doesn't want to assess discipline as you have always been a good worker, but his "hands are tied." He invariably states that his "boss" (general foreman) or Meek (superintendent) or Kinghorn are making him do it.

I guess when you are a 'Mr. Nice Guy' you can only do one of two things when confronted — 1. take on the demeanor of a village idiot or 2. shirk your responsibility and pass the buck. At this time, the jury is still out as to which course of action they are better at.

OUT OF AREA

The superintendent defines your area as the entire department. The general foremen defines it as the department, but not including aisles or any area near a gate or fire exit if you have a coat or lunch pail with you. The foremen define it as some un-

known entity which gets bigger and smaller depending on the time of day. We shall have to be especially careful when there is a full moon not to violate this unknown area.

RESPONSIBILITY

In the Hardware area, Meek has to accept a certain level of responsibility because he doesn't have the guts to clarify the issue and straighten out his boys. The general foremen must also shoulder some of the blame because they have distorted Meek's definition of 'work area' and spend their spare time (most of every day) encouraging and egging on the foremen.

And last, the foremen must shoulder some responsibility for it was their idea to start with. It was they who demanded more power because they didn't like standing at the gate.

This might seem out of character, but their reasoning was sound as there is no stock or lockers for them to hide behind at the gate. The next time one of them asks you to do him a favour or do a little extra, I hope you will think about this.

In closing, I would like to wish you and your families a safe and happy holiday. I am sure we can all use a brief respite from the 'Mr. Nice Guys' and 'village idiots'.

P.S. On page 3 of this *Oshaworker*, Jim Nimigon has a test for supervisors. If any supervisors have the jam to answer it, they can turn it in to me and I will be happy to grade it and publish my findings in the next *Oshaworker*.

OFL says "No!" To Free Trade

By BRIAN SMITH,
Plant Chairperson,
St. Mary's Cement Unit

The main theme of the annual convention of the Ontario Federation of Labour, held at the Sheraton Centre in Toronto from November 23-26, was the need for the labour movement of this province to lead the fight against Free Trade.

In his opening remarks on Monday morning, OFL President Gord Wilson, made it clear to the 1,450 delegates present, that mounting a successful campaign against Free Trade was the most important challenge that the OFL has ever faced.

However, the regular business of the Federation had to be conducted and this included discussion and debate on 183 regular and six emergency resolutions, reports of Committees, remarks by guest speakers, and special interest group forums.

Resolutions proposed by the OFL Executive to increase — 1. Per Capita fees. 2. Make the convention a once every two (2) years event, and 3. Elect two (2) Vice-Presidents (an increase from 16 to 18) — were hotly debated and opposed by myself and other delegates from Local 222. The resolutions passed, and as a result, an election was held on Tuesday afternoon. Brother Dave Sitaram, a Local 222 delegate, along with Yvonne Haynes from CUPE, stood to challenge the hand-picked candidates. Although he finished fourth, Dave picked up 213 delegate votes as a result of a ½ hour "lunch break" campaign, and sent a clear message to the leaders that they must remain answerable to the 800,000 grass roots rank and filers of the Ontario labour movement who elected them.

The election also demonstrated the organizational skills we have as members of Local 222 and that we are willing to tackle difficult issues and take on "the establishment" if we believe it is in the best interest of our members and our working Brothers and Sisters of this province.

Dealing with the many important resolutions on the agenda was the main item of business during the week. But, just as important, the convention allows delegates from all over the province to meet and discuss topics of mutual interest and concern.

Reports from our CAW Brothers and Sisters at deHavilland Aircraft, along with work stoppages in the plant demonstrated to the convention that the CAW leads the way in addressing the serious issues of Health & Safety in the workplace.

The "rally against Free Trade" held at the old Massey Hall on Thursday night, was the highlight of the week. People from all walks of life and from across the country entertained the packed house as they expressed their concerns and fears about what would happen to Canada as we know it under the proposed Free Trade Agreement.

History books may show that Thursday morning's protest march at the Harbour Castle First Ministers Conference was the beginning of a Canada-wide movement which will bring about the downfall of the Mulroney government.

An emotional speech, by our own Ed Broadbent, on Thursday morning concluded a hectic and tiring four days. However, I left the convention knowing that we, in the labour movement, are leading the way in the fight to improve the quality of life for all workers in our society and to keep Canada strong and free.

In addressing the day to day problems and concerns of the members in our Unit, myself, along with the Committeemen, are continually working on your behalf.

My personal thanks to John Sinclair, Steve Nimigon, and all those people at the Hall for their valuable support and assistance during the last 12 months.

Next membership meeting — January 7, 1988.

To all the members of our Unit, Merry Christmas and Happy New Year.

Political Action Committee Report

By AMBY FERREN,
Chairperson

I want to wish all the members, retired and active, and their loved ones, a Very Merry Christmas and a Happy 1988. As you, the membership that reads the paper, and especially my report, you will know this is the first report since the Provincial Election and since our negotiations. I would like to thank the Executive of our Local



Union for their help in the election, for the co-operation that they showed to the PAC and all the can-

didates in the area. Without you people and the membership, we would not have been able to accomplish what we did and I would also like to thank the retirees and the Ladies Auxiliary and also the Local that the custodians and the secretaries at the Hall belong to, for their help.

Some people will say that there were no accomplishments in the area in the last election. In my opinion, there were. Most of the ridings increased their vote and we were able to re-elect Mike Breugh in Oshawa with the Liberal Sweep all across the province. For whatever reason, the ridings under Area Council did all right, and this would not have happened without the help of the people I mentioned and the hundreds of individuals who gave up endless numbers of hours and also their families. Thanks again from the PAC.

We have just ended another set of negotiations without a strike and the vote of the membership showed that they were mostly satisfied. As far as the retirees go, we at least got something out of it. A partial COLA — whatever that means. I understand like everything else we fought for

over the years — seniority, SUB, Holiday Pay, Cost-of-Living etc., we had to start somewhere. What the cost to the members was, I have not found out yet. I suppose it will take six years to really know. But until Bob White and staff allows the retirees a vote on their own destiny, we have to take what we can get, and it is my firm belief that we should have a vote on the pension end of the contract at least.

The next big fight and it has been for some time, is Free Trade. The Federal Tories under Brian (Baloney) Mulroney, are bound to sell us out as Canadians and also as Auto Workers under the Auto Pact Agreement. Brothers and sisters and families, make no mistake about Free Trade. It will harm Canada and the Auto Pact and all of the auto related jobs. Keep up the good fight against this outrageous deal with the Reagan government in the U.S. If Brian and his Reagan-like clan think it is good for Canadians, why are they so far behind in the polls across the country? Let us band together now and in the next Federal Election to show these guys we are not satisfied.

Zone 60

By BOB IRWIN,
Committeeman.

As of writing this article, I really don't have the Christmas spirit, knowing that Truck Plant management has gotten the plant in an up-



roar by handing out totally unreasonable discipline. I am working closely with Archie Menzies, Committeeman, Shift 1, and George Knott, District Committeeman to resolve the problems. We are asking the Brothers and Sisters in Department 26 to bear with us as we work to straighten everything out and once again make the Paint Shop a good place to work. Hopefully, by the new year, we can accomplish this.

Along with Terry Spence, I would like to take this opportunity to wish you a safe and happy holiday.

Press Release

Just in time for Christmas!
Have your dentures cleaned
free of charge.

The Oshawa Senior Citizens Centre, in cooperation with the Department of Health Services, will be holding a **Denture Cleaning Clinic on Monday, December 14, 1987 from 9:00 a.m. to noon at 43 John Street West.** All Oshawa residents 55 years of age and over are urged to make an appointment.

A short film will be shown while you wait to ensure your privacy. Don't miss out. Call: 576-6712 and ask for Catherine.

Best Wishes for the Holiday Season



Mike Breugh,
MPP, Oshawa

District 11

By GEORGE KNOTT,
District Committeeman

Early in the fall, John Kinghorn handed down a policy on leaving the plant early. His policy was that anyone caught leaving early would receive a one (1) day suspension with the amount of time served and review dates to be negotiated with the Union.



However, shop floor supervision wanted a bigger bat and demanded that anyone leaving early receive a day off and no review date. One would think they were upset because upper management had taken away their COLA and overtime premiums — something

they were told we would lose in '87 negotiations.

Kinghorn also promised the Company would eliminate some of our working conditions letters, but our team delivered and once again Kinghorn failed. Because he was unable to deliver, they wanted to take matters into their own hands and punish their workers for Kinghorn's broken promises.

Once again, Kinghorn is knuckling under to their wishes, but this time he has gone too far. Holy Fright Batman, giving the supervisors uncontrolled power is like giving a loaded AK-47 to a child and expecting nothing to happen.

P.S. It is rumoured Kinghorn can no longer stand the heat so he is scrambling to get out of the kitchen and retire.

In closing I wish each and every one of you a safe and happy holiday.

Zone 62 Report

By RON CARLYLE,
Alternate Committee
SPECIAL JOBS

It seems that area management in our Zone is starting to get in the rut we were in a year ago, with special job status for their desk jockeys and



clip board specialists. Why these people are looked after while telling us we have no favouritism is beyond me. I hope this is looked after PDQ instead of a growing matter. It's awful hard to explain to laid off employees that GM needs more useless per diem foremen running around trying to look busy with "fink sheets" telling supervisors who is good or bad, when other Brothers and Sisters have to rely on UIC and SUB to make ends meet.

It's a real shame that the lay-offs are occurring again in the "B" system (especially at Christmas time) with absolutely no supervisors being dumped.

DEPARTMENT 44

I'm sure glad that Department 44 cardboard men were reinstated in our area. It sure was a joy that the department superintendent was beat on this one.

DANCE

The tentative date for the District

44 dance has been finalized for Saturday, January 30th, 1988, at the CAW Hall. At this time, it seems to be the only District with a dance scheduled.

LOCAL ISSUES

On some local issues that relate to our members are the safety boot allowance has risen to \$50 per pair from the 35.

Of course we all know the Dental Plan has been tampered with again thanks to the National Office. (I wonder what we will give up next time).

The new new safety glasses have been ordered and hopefully will be available soon.

I also have had complaints on the workings of our Legal Service Plan where people had to wait hours on end to get answers on little matters such as wills, etc. If that's the kind of service we expect on these matters, I'd hate to see how they tackle big matters. Hopefully with the added money going to this benefit, we can expect better and more reliable service.

Just in closing, to the Brothers and Sisters who questioned my article on the Department 44 situation about why I should have interest in keeping their jobs, is quite simply answered. We need to keep all our senior employees in jobs such as this, for some day we shall want these jobs ourselves. Over the years, we, as a Union, have given away far too many of these Departments, such as Inspection, CKD, etc., etc., etc.

Nepotism Alive and Well in Truck Plant

By MIKE LEVEQUE

Committeeman, Truck Plant

Since my last article in *The Oshaworker*, our young supervisor, Mr. LaRocca, has managed to instigate a work stoppage on the Hardware Line.



Let me take you back to what I know of Tony LaRocca and some of his great accomplishments in the Truck Plant. He first landed here as a student in need of summer employment. At that time, most students were given the "better choice" of job assignments and as a "superintendent's son" that was what he got.

After trotting back to his GMI classes for the winter, he came back as a supervisor in Department No. 27 in the spring. He was there about two (2) weeks when he managed to entangle himself in a standards brawl with four (4) senior employees, who

worked, at that time, in the door pad sub assembly area. In the process of taking a beating from these well informed Brothers, Tony put in a call for the committeeman. After informing young Tony, the elected Reps were there to serve the dues paying membership and not him, I gave him some advice: "As you are only here for a couple of months in this group, try to get along with the people and keep your trap shut."

Tony is a bear for punishment and before his dad could get him safely back to school, he tried to suspend several Brothers in old group 15 Hardware. He lost each and every one of the suspensions and went back to GMI with his tail between his legs for another bout with the books. He must have had better luck with the books than with the suspensions because the next spring, he landed in our midst as a graduate supervisor.

Tony, a typical, arrogant product of the General Motors Institute (GMI) and a credit to the Old Boy's patronage system, went to work with a vengeance in old Group 16 Hardware. Within two (2) days, he had the

U.R. pool in a great uproar and I received several calls from senior U.R. people. When I got to the scene and asked one of the Brothers what the problem was, he told me Tony had put him on the worst vacant job in the group and informed him he would be there until he retired.

As I had had an agreement with the previous supervisor, Dave MacInally, that the absentee replacements pick the jobs on a daily basis in line of seniority, I was more than a little perturbed by young Tony's actions. With as much patience as I could muster, I explained this system to Tony and told him no calls had come from the U.R. pool in this group since the seniority system had been implemented. Tony said he could "not live with past supervisor's mistakes" and all agreements were off. I then asked Tony if that meant the Local and Master Agreements were suspended also. He said, "sure if it's going to impede my changing this group."

As this was a Friday night shift, I thanked Tony and told him I was going home and taking his group with me. At this point, another Hardware supervisor arrived and told Tony if he was half smart, he would get me back in the office and get the dispute settled as he sure had no right to start cancelling contracts despite what he may have been told at GMI.

Poor Tony, despite his enthusiasm, didn't know a Master Agreement from a Batman comic book. He did, however, understand he was in trouble when he saw the Repairmen outside his office door starting to pack up their tools two (2) hours into the shift. Not one to give up easily, it still took over an hour to convince Tony he was on the wrong track and whether he liked it or not, he was in a Union shop and had to conduct himself accordingly.

This was another loss he took rather poorly, as the Brothers and Sisters in the group said he sulked like a spoiled brat in his office for days after this.

Next issue: TONY CAUSES WORK STOPPAGE.

Games in the Truck Plant

By JIM NIMIGON

Chairman, GM Unit

There has been a growing tension between production management and employees in the Truck Plant since our contract was signed. This, in my opinion, is due to the fact our negotiated agreement contains most of the items that were taken away from salary people over the past couple of years and they "assumed" we would also lose them. One example is the cost of living.



When George said we're taking the COLA from the salary people, they said, "by George, you're right, we don't need our COLA because we have performance bonuses." Then, they found out the only way to make money with this "performance bonus" made the top of their head hurt when they hit it on the bottom of the desk.

The bottom line is the production supervisors are jealous of our agreement on COLA, pay increases, pesnions... so now they're playing their silly games.

I now have a game for supervision which was taken out of a self discipline booklet on how to become a better supervisor. Have your foreman answer these questions:

1. Do you give employees reasonable deadlines?
2. Do you plan your work so that it is always completed on time?
3. Do you thoroughly understand the work of each person under you?
4. Do you make it easy for employees to talk with you?
5. Do you personally see to it that people in your department work under good conditions?
6. Are you sympathetic with worker's problems?
7. Do you always give clear and understandable instructions?
8. Do you compliment employees when they do a job well?
9. Are you considered even-tempered?
10. Do you make every effort to keep grievances from arising?
11. When complaints do arise, do you try to handle them honestly and objectively?
12. Do you have a good worker trained to be a back-up man to yourself?

13. Do you always reprimand in private?

14. Do you encourage suggestions and ideas from your people?

15. Do you avoid passing the buck on mistakes?

16. Do you always give credit where credit is due?

17. Are you co-operative with other department heads and supervisors?

18. Do you always set a good example yourself?

19. Do you make efforts to improve your ability in human relations and mechanical skill?

20. Can you take constructive criticism?

21. Do you keep employees posted on their progress?

22. Do you keep your promises?

23. Do you avoid jumping to conclusions?

24. Do you give reasons for changes or lack of changes when needed?

25. Do you avoid sarcasm?

26. Do you give employees the real facts to cut down rumours?

27. Do you make an effort to remember names and faces?

28. If someone disagrees with you, can you usually argue the point without getting irritated?

29. Do you make special efforts to fully indoctrinate new employees?

30. Do you avoid a "superior" attitude?

31. Do you avoid favouritism?

32. Can you make decisions promptly?

33. Do you help employees work toward advancement?

34. Are you impartial in making assignments?

35. Can you accept change without getting upset?

36. Do you have confidence in yourself?

37. Are you a self-starter?

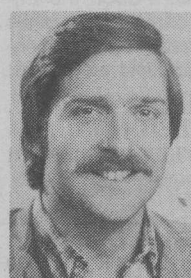
The book says if you can answer a solid "yes" to more than 30 of these questions, you're doing a "first class job as a supervisor." From my conversations with the Truck Plant Union Reps, most people in management would stretch the truth if they said they could answer yes to more than 10 of these questions.

With the childish games that management is playing with the Truck Plant Brothers and Sisters, you may want to ask your foreman a couple of warm-up questions first to see if he knows the correct answer, such as how tall is a 6 foot ladder, or what time does the 8 o'clock bus come? P.S. Wishing you all the best over a safe and happy holiday season.

"Management" at its Best

By JOHN GRAHAM
Truck Plant Chairman

During this holiday season, I find it very difficult to report on such a negative subject as the extremely excessive disciplining being handed out in our plant.



Unfortunately though, it is necessary that I report to the membership exactly what is transpiring in this plant.

Over the past two years, management have been

preaching phrases such as "Trust & Dignity" and how they were going to treat employees with "Respect & Value Their Opinions". Truck Plant's lower management completely wasted the Company's money on the Down Time Training, trying to convince their employees that they had changed their attitudes and that they would practise participative management, meaning everyone would be involved in the decision making process.

Well, they have been successful in getting almost everyone involved by disciplining them unmercifully for being out of their area and for leaving the plant early. Jerry Harvey and John Kinghorn have taken the shackles off the foremen and generals and they have responded "True to Their Form" and have disciplined everything and anything that moved.

We have had countless suspensions to people with anywhere from 1 to 43 years seniority, who have never been anything but model employees. Some of the horrendous infractions include reading the bible in the cafeteria just before quitting time, stepping over imaginary lines on the floor, that designate your work area, and for actually going to the gate one minute early. One case for example on the Hardware Line in Superintendent Gerry Meek's area, the line had broken down an hour before quitting time and this employee left two minutes early and he received a one day penalty and one day served.

During the disciplinary interview, with this employee, who had, in Meek's own words "An Impeccable Record" admitted he was wrong and guaranteed he wouldn't leave again and he was still disciplined and served the day. The irony of it all was this employee who NEVER takes time off, when given his day off suspension, the Company had to call in a double shifter to replace him, pay time and half to do a job that an excellent employee could have done for straight time. "GOOD MANAGEMENT DECISION!"

These are only a few of the cases and believe me, they are not the exception, they are the rule! The Com-

pany has indiscriminately gone on what amounts to no more than a "WITCH HUNT" where nobody is safe and don't even think that the many years of faithful employment will save you from their wrath, because quite frankly "they just don't give a damn!" They are the "BOSS" and you are the "Worker", nothing has changed.

As a Union, it puts us in a very difficult position because we do understand how uncertain the auto industry is at the present time. For whatever reason the Company has decided that disciplining people is more important than building trucks. Hopefully by the time you read this article, somebody in management "outside the Truck Plant" with guts will restore some sort of common sense to this ordeal and we can then return to an environment where we can do what we all get paid for and that is building the best trucks in the world.

Management would like you to believe that the Union is nothing but radicals who want to shut the plant down. This is the farthest thing from the truth. All that myself and the rest of the Committee in the Truck Plant want is our people to be treated like valued employees and not PRISONERS. This is our livelihood too, from the Plant Manager to the Assembler, so let's make it work.

IN CLOSING

I would like to close on a happier note by wishing all the Truck Plant Brothers and Sisters and their families a happy holiday.

Merry Christmas. If it was left up to the Truck Plant foremen and general foremen, there would be no Christmas this year.

Service Rep Report

By GENE BERGERON

Our Union Hall will be closed for the Christmas vacation starting December 24, 1987 and will be reopened again on January 4, 1988.

If you are on lay-off or are on WCB or S. & A. and think there is a problem with your claim, please do not wait until the last minute to make an inquiry. A delay on your part could mean no payments to you until after the new year.

This will be the last edition of our Union paper until 1988, so I would like to thank all of you for your support during the past year. I also want to wish you and your families a very happy and safe Christmas. Good Luck.



The Canadian "Free Shaft"

By DAN SOLMES

My name is Dan Solmes and first of all I would like to thank everyone who voted and elected me to the Ontario Federation of Labour. I attended the OFL Conference in Toronto on your behalf the week of November 22 to November 26, 1987. I am now very well aware of issues such as Affirmative Action, Child Care, Housing and Free Trade.



We, as FREE CANADIANS, should be able to vote and have a say in FREE TRADE. If Canadians can't speak up for Canada, who can? Why should Mulroney be allowed to sell us? I feel that Mulroney is not only screwing us but is severely raping us

as a country. That is not only a fact, but that too is reality.

Free Trade is not like a tax hike or a new road. It is not about buying used cars duty-free or duty-free shopping in the U.S. Free Trade is about ownership of our resources and our right to manage our own economy. We believe in representative democracy. We also believe that on fundamental issues, like Free Trade, we as Canadians have the right to choose.

Brian Mulroney has NEVER consulted the people of Canada on this momentous decision that HE has decided to make. We have built Canada as a Great Nation and Mulroney wants to destroy and sell OUR country. We the people own Canada, not Mulroney and Reagan.

"Brian Mulroney is the best Prime Minister that the United States has ever had!"

I recieved a letter from Ed Broadbent saying that he never felt more strongly about an issue than he does about the issue facing Canada today on this Free Trade. Free Trade is not free, as it will cost Canada more than 800,000 people out of their jobs.

It is time for us, as Canadians, to tell Brian Mulroney that we have had enough. We are not puppets and he can't play with our strings anymore.

Nothing less than a full Federal Election is what is required now! This election must take place immediately. Mulroney is in Washington trying to give our country, Free Canada away to the Americans.

In closing, I would like to thank everyone I attended the OFL Conference with. Special thanks to RON "GIBBY" GIBSON and JOE McCLOSKEY. I wish everyone a lovely Christmas and a Happy New Year.

SWAP COLUMN

NEXT ISSUE: JANUARY 21, 1988

DEADLINE FOR NEWS AND ADS: FRIDAY, JANUARY 8, 1988 AT 4:00 P.M.

FOR SALE

GUERNEY 40" STOVE with warming oven. Excellent condition. Impeccable. Suitable for cottage. \$50. Call: 723-9064 after 4:30 p.m.

'78 NOVA, 4-DOOR. Any reasonable offer. Remington Sportsman Pump 12-gauge. Vent rib. \$399. Call: Whitby 666-9534

1975 CHEV IMPALA, 4-door hardtop, auto., PS, PB, Air, in running condition. \$300 or best offer. Call: 725-9354

CURTAINS, CHANTILLY Lace Priscilla, white, 200" x 63". \$45 firm. Curtains, semi-sheer, 2 pairs matching, 125" x 83"; 96" x 83", ivory, brown tie-backs, new, \$80 complete. Call: Bowmanville 623-5204

1981 CADILLAC FLEETWOOD de Elegance, completely loaded, sunroof, original paint sentinel light. Well maintained. Asking \$9000. Will certify. Call: 433-1440.

1977 TRANS AM, 400 automatic, loaded. \$1000 or best offer. Call: 579-9213

SMALL COUCH, \$40. 3 highback swivel chairs, \$15 each. Men's ¾-length leather coat, size 42. \$40. Ladies full-length leather coat, \$45. Call: 723-6525

472 CADILLAC MOTOR, completely rebuilt, 410 h.p. Guarantee available, tranny available. \$2000 or best offer. 1973 Buick Century, \$1500 or best offer. Call: 436-3089 Chris

3 PAIRS SKATES, size 8½ \$10. 2 size 12, \$10 and \$30. Electric exhaust hood, 30" x 18". Kitchen table with extension. 49" x 30". Leaf, 12". Call: 723-3724

1986 FORD XLT Lariat, loaded, fuel injected, 302 standard. Many extras. 1979 Grand Prix. Loaded. \$2500. Call: 434-2646

6-FT. ARTIFICIAL Christmas Tree. \$10. Call: 728-9132

TWO 12-INCH snow tires, W/Wall, new. \$25. Call: 725-9370

2-BEDROOM CONDO. McLaughlin Square. 1½ baths, 40-ft. long balcony, new fridge and stove, plus extras. No agents. \$121,900. Call: 579-0195 9-12 a.m. and 4-8 p.m.

'87 GMC S-15 Extencicab, auto, loaded, new, \$16,500. Sacrifice, \$12,200. John Deere snowmobile, '82 Spitfire, 340 Free Air, 300 miles, single trailer. Package \$1500. Call: 723-0376

REDWOOD FOLDING chairs (three) \$10 each. Also redwood folding lounge, \$20. Call: Hampton 263-2626

FULLY DETACHED 1½-storey home with 2+1 bedrooms, detached garage, bright eat-in kitchen, main floor laundry. 45 x 120 fenced lot. \$98,900. Call: 434-1787

'84 CHEV IMPALA, 4-door, maroon, PS, PB, V-8, AM-FM, asking \$9000. '81 Chev Caprice, 4-door, dark blue, V-8, PS, PB, AM-FM, 65,000 miles. Asking \$4000. Call: 1-705-277-2092

PEDESTAL TABLE and four chairs, solid maple, \$500. Ladies racoon full length coat, size 12-14. \$450. Call: 723-6525

1985 DJ7 6-cylinder 5-speed, PS, PB, AM-FM cassette, 70,000 km. \$10,500. 1978 Ford ½-ton 6-cylinder standard. \$1500. Call: Bowmanville 623-2970

1981 PONTIAC ACADIAN, 4-door automatic, 85,000 miles. Runs great. AM-FM cassette \$1600 as is. Call: Bowmanville 623-7947

SPACE HEATER, Wait model, NW35, \$200. Aluminum door, 34" x 80". Left hinge chocolate, new, still in wrapper. \$100. Call: 436-2178

SET OF 4, two-inch whitewall radials. Used 1 season. \$200. Many Chev, Cadillac parts. Call: 436-2089

1986 CHEV ASTRO M-Van, loaded, air, seat package, etc. 4 buckets and bench, 6-cylinder. 1986 Sunbird, loaded. Call: 725-2627

1978 FORD VAN camper, ¾-ton. New brakes. 5 new tires. \$5000. Call: 723-9314

1985 DODGE CHARGER, 2-door, 4-cylinder, 5-speed, manual. AM-FM radio, stereo cassette, air., hwy driven. Asking \$5200. Call: Whitby 668-4084

CEDAR SHINGLES. '73 Plymouth car. Kindling wood. Call: 725-0222

1980 VW SCIROCCO, 4-door, 1.8 engine, new radial Centennial tires, brakes and paint. In impeccable condition inside and out. \$4000 or best offer. Call: 434-6440

4 MICHELIN TIRES, 205-15. \$100. 2 All-Season 225-15, \$50. 4 Trans-Am Magnesium Honeycomb rims, 15". \$325. Call: 723-3372

HOHNER PIANO accordion, 120 bass with case, excellent condition. \$250 firm. Call: Orono 983-9204

HEAVY-DUTY TRAILER, 6' x 10' tilt, utility/Ski-Doo. Round 7" and 8" chimney brushes. Call: 579-2212

SNAP-ON TOOL chest and roller cabinet with \$5000 worth of tools, Snap-On, Challe Gray. CP air-driven impact and ratchet included, jack. Call: 725-8431

350 V-8 and 350 DIESEL. Leaf spring for GMC Front coil springs for '80 GMC. Parts '81 Honda. Rotor disks. Call: 725-7249

HAMMOND ORGAN. Bench and play-by-number books. Floor model, excellent Christmas gift. 22 keys. Other features. Ear phones. \$400. Call: 725-8608

'80 GMC PICKUP, assorted sizes tires and rims. Used brake calipers. Gas tanks for '76 Chev, '81 Skyhawk, '76 Skyhawk. Call: 725-7249

GRANDFATHER CLOCK. Small desk. Small love seat. Rocking chair. Caned chairs. Call: 725-2637

8 H.P. RIDING MOWER, \$400. 8 L. ATC 200, \$500. Tandem trailer and axles, \$1000 and \$500. '75 Camaro, certified, \$1500. Call: 1-786-2716

1986 ACADIAN HATCHBACK. 2-door, automatic, 40,000 km. Excellent condition. Asking \$5500 as is. Call: 725-8572 or 728-0717

1974 VOLVO, 144 automatic, radial tires, body in good condition. \$300 uncertified. Call: 728-6742

TWO NEW hand crocheted afghans (woolen), three shades of brown. \$65 for pair or \$35. Call: 723-5579

1980 WINNEBAGO BRAVE, 27-ft., PS, PB, AC, roof and motor generator, loaded \$26,000 or best offer. Must sell. Call: 725-8214

440 EVINRUDE SKIMMER. Rebuilt engine and spare parts. \$600. Call: 436-6524

OLDER GENERAL Electric 40-inch wide electric stove. Excellent condition. \$75. Call: 576-0994

1 PIECE 40-FT. tower, coloured heads, extra wire, automatic rotor, complete set, just like new. 1 new 36" W. x 30" H. brass fireplace screen. Call: 436-2691 or 434-1782

WHERE CAN YOU buy a 2-bedroom bungalow on ¼ acre for \$65,000? Kinmount. Great retirement, vacation or investment. Call: 1-705-488-2463

AIR CONDITIONER, car stereo, 200X telescope. Queen size water bed. JVC cassette deck. Kitchen table and chairs, glass top. Call: 433-4715. Ask for Tony

3-BEDROOM HOUSE, 2 baths, garage, 2 barns, oil furnace, on 4 acres, north of Minden. Also walking plow, leather tugs, 4 trace chains. Call: 1-705-286-4388

CAR BATTERY. Size 10 x 8 x 6.5 in. \$25. Call: 728-5705

RADIAL SNOW TIRES, P185/75 R-14, Chev rims, new Goodyear Viva II. Radial tire, P185/75/14. Chrome step bumper for ½-ton pickup. Call: Bowmanville 623-2328

CUT YOUR OWN or be cut. Spruce Christmas trees. Ritson Road North. 7 Con. East, 2nd drive. See sign. Call: 655-4565

'80 GMC half-ton pickup, 6-cylinder automatic. \$3000 as is. Call: 723-2997

CEDAR FENCE POSTS, all sizes, cut and ready to install. \$3 and up. Call: Whitby 668-6980 or 430-0182

SONAX-720-6 AMPLIFIER and Busoni Kent accordion, excellent condition, \$250. Mark-O-Sonic, Mark 3 organ, upright, full sized, all wood cabinet, excellent condition, \$550. Call: 576-7963

IDEAL CHRISTMAS gifts. Lawn ornaments. Sylvester, Tweety, Bluejay, Roadrunner, Tom the Cat and Jerry. \$13 each. Baby sets. Call: 725-9290

'81 Z-28 CAMARO, air, PW, PS, PB, \$4500 as is or best offer. Must sell. Call: Whitby 668-3136

HEXAGONAL TABLE, 1 coffee table, dark wood, 1 coffee table, 2 end tables, in teak wood. Call: 723-9671

BUDGIES, ENGLISH crossed, 6 months old and less. Call: 725-8856 after 5 p.m.

AUTHENTIC GERMAN beer steins with pewter lids. Priced to sell. The ideal Christmas gift. Call: 433-8084

6' NINE-DRAWER DESK, \$100. Desk chair, \$25. Call: Whitby 668-8267

3-PIECE SECTIONAL chesterfield, black/gold/white, \$75. Apt. size Hoover portable dryer, gold, 110 volts, \$150. Call: 576-3079

'78 CHEV ½-TON heavy-duty, original, 83,000 km. and paint. Almost mint. Privately used. Bison cap. \$3900. Call: Whitby 668-8800

WHITE 1984 Chev S-10, standard shift, long box and certified. \$4500 or best offer. Call: 579-7113

SKI BOOTS, size 8, for downhill, plus bindings. Very good condition. \$30. Call: 576-5969

1971 INTERNATIONAL ½-TON, 50,000 original miles. V-8 standard, new battery. Asking \$750 as is. Call: Blackstock 986-5465 after 6 p.m.

1983 33' PROWLER TRAILER, sleeps six, with one always made Queen size bed, furnace, fridge, stove and shower. \$12,900. Call: 1-705-454-2267

CAESAREA, 2-BEDROOM cottage and lot and guest cabin, well, septic on lake. Good starter or retirement home. \$87,500. Call: 579-3917

1977 GRAND PRIX. T-Bar roof, air conditioner, on road now. Body in good shape \$1000 or best offer as is. Call: 434-2985 or 725-2070

LIKE NEW. Boy's custom tacks, size 1½. Asking \$40. Sony receiver, model #STR-AV40, 55 watts. Asking \$375. Call: 576-9209

SUPERCYCLE FLYWHEEL exerciser, colour white/blue. Like new. Used twice. Valued at over \$150. Asking \$100. Call: 576-2667

RAD, ELECTRONIC ignition off older 6-cylinder Chev. Cross-country skis, bamboo poles, boots, size 5½, like new, skis, \$25. Call: Bowmanville 623-6919

USED WATER distiller, like new, \$175. 3500 watt baseboard heater, \$35. 40-gallon electric water heating tank, \$40. Call: Whitby 668-8400

ANTIQUE BERLIN pump organ, good condition. Asking \$1500. Yamaha electric guitar and case. Never been used. Excellent condition. Call: 725-0951

CANARIES. Guaranteed to sing. \$25. Call: 728-5049

SOFA BED, beige, just like new. Must sell. \$250. Call: 576-3318

STEREO PHONOGRAPH, 2 speakers, Grand Prix tachometer, dual meter, light compress tester, remote control switch. Call: 725-5306

5-PIECE STUART drums. Best offer. Call: 728-4295

REG. COLLIE PUPS, \$325. Farmall Super "A" tractor and all attachments, \$2500. Potato planter and digger, \$300 for both. Call: Bewdley 797-2586

1979 OLDSMOBILE CUTLASS Salon Brougham, 64,000 original miles, small motor. 28 miles to gallon. Call: 248 Toronto Ave., Oshawa

FOUR FIRESTONE pick-up truck tires. Mounted on 16.5 in. Western aluminum rims. 8-stud pattern. Call: 263-2935 George

TAMPA, FLORIDA area. Lot and furnished park model and extras in luxury retirement park. Call: 1-813-782-8999

1978 HOLIDAY 35-ft. trailer. 4-piece bath. 12 x 24 ft. deck, 8 x 8 shed. On site in Trailer Park, Hwy 36. \$13,500. Call: 430-2275 Gord

1986 YAMAHA 340 TR Enticer. Low mileage. Call: 985-2695

THE OSHAWORKER

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TO THE READERS:
The views and opinions expressed by various writers are their own and not necessarily those of the Editor nor of the Administration of Local 222. Unsigned material will not be printed. The Oshaworker reserves the right to edit material submitted.

EDITOR: Ray Finney
EDITORIAL BOARD: John Sinclair, Dave Thompson, Tom Hoar.

FOR RENT

3-BEDROOM BUNGALOW, finished rec room. 2 bathrooms, garage, fridge and stove. Close to North GM. Available February 1st. Call: 579-2190

3-BEDROOM SEMI. Finished rec room. 2 washrooms. Central location. Available January 1st. \$800 monthly plus utilities. Call: 666-4336

MYRTLE BEACH condo. \$225 U.S. weekly. January through February. Call: 434-6343 or 723-9229

LARGE 3-BEDROOM apt. in downtown Whitby. Private entrances, stove and fridge. \$775 monthly 1st and last plus utilities. Available December 20th. Call: 725-2998

WARM INSULATED garage for storage or miscellaneous use. \$65 monthly. Call: 728-8190

OLIVE-WILSON DISTRICT. Large newly renovated bachelor apt. Close to buses and shopping. Private entrance and bath. \$495 monthly utilities included. Availalbe immediately. Call: 576-1654

ONE-BEDROOM BASEMENT apt. All utilities included, cable TV. Shared laundry facilities. Suitalbe for single person. Call: 433-7802

FURNISHED ROOM. Share kitchen and bath. \$280 first and last. References. Call: 728-7274

WANTED TO BUY

RUG HOOKING cutter. Call: 579-7231

RIDING LAWNMOWER. In good condition. Also oil furnace. Call: 725-4831

DOUBLE BED ski-doo trailer. Good shape. Call: 433-2008

HOCKEY AND BASEBALL cards and coins. Call: 723-5715

SERVICES

ABORTION REFERRAL. Call: 728-4791

ARE YOU THE spouse or relative of a problem drinker and seeking help? Call: Al-Anon 728-1020

PREGNANT AND distressed? We can help you. Call: Birthright 579-2336

DISTRESS CENTRE. Telephone befrienders. Available 24 hours a day. Call: 433-1121 or 686-2366

ARE YOU COPING with daily stresses? Community Involvement and Volunteer Program needs volunteers to assist others who are experiencing emotional difficulties. If you can help, call: 579-7661



Free Trade Sweat Shirts
S, M, L, XL = \$20.00
XXL = \$25.00

FREE TRADE T-SHIRTS MAY BE PURCHASED FROM

- Bruce Moores** — Truck Plant
Derek Gandy — Truck Plant
Jim Jones — Chassis Plant
Dept. 61
Barry Smith — 'A' Body, Dept. 92
(Column Q 49)
- Bill Harding** — 500 Stockroom, Dept. 41
CAW Hall — 44 Bond St., E.
Bill Cassels — Truck Plant

Merry Christmas

By JOHN KOVACS,
1st Vice-President

We have reached the end of another year. I look back these past eleven months and the feelings are mixed. We achieved much, but not all we set out to do. One should never be satisfied when working on behalf of the working man or woman of our Union. There were highs and lows in our momentous year. The contract negotiations, elections, the numerous layoffs. If we had struggles in this past year, it will not be comparable to the struggles we will have when the Free Trade issue starts to unfold in the upcoming year. It will be one of the most important struggles ever faced by our Labour movement. Our very survival and future will depend on it.

Our contract settlement was the highlight of 1987. We achieved our partially indexed pension without any strike action, and it would be satisfying if I would not be so very convinced that this whole benefit

package (including the pensions) cost us tremendously. We have given the corporation a very large amount of monies to fix our non-contributory pension. We gave the Corporation our UI rebate, part of our quarterly COLA increase and all the pension surplus monies for insurances for social programs which will benefit a few.

The future is as unpredictable as the car industry itself. There will be layoffs as usual, unless we have a very sudden upturn in the auto industry. There will be a big changeover in the Car Assembly Plant "B" System, and when that takes place close to 6,000 of you will face a lengthy lay-off of 5-6 months. The truck plant and "A" System already went through it the past two years. It just concludes that if you work in an automobile industry, layoffs become part of your everyday life.

THANK YOU

In the many positions I hold within our Union, I am in regular contact with many dedicated people. These people's help I can constantly rely on in order to help you. The names would be too numerous to mention, but staff at the Union Hall does warrant special attention. To each and everyone, thank you.

The last but not least, a note of

thanks has to go out to my wife Louise. It's been said before that it is not easy to be a Union representative's wife. Without her help and understanding, I could not have survived. I humbly recognize that I owe her much of the success I enjoyed these past years.

So in closing to my colleagues on the Executive Board, Education Committee, SUB Committee, Dental Board, Credit Union Board, a very special holiday greeting.

To you all our membership, and all my readers, I wish you a very Merry Christmas and God bless, and a happy prosperous New Year.

IN CLOSING

These few lines were written in 1776. Some of you may recognize it, depending on how you excelled in History in your school years. These very words are so appropriate today that I want to share them with you. God bless. "When in the course of human events, it becomes necessary for one people to dissolve the political bands which have connected them with another, and to assume among the powers of the earth, the separate and equal station to which the laws of nature and of nature's God entitle them, a decent respect to the opinions of mankind requires that they should declare the causes

which impel them to the separation. We hold these truths to be self-evident; that all men are created equal, that they are endowed by their creator with certain inalienable rights; that among these are life, liberty and pursuit of happiness; that to secure these rights, governments are instituted among man deriving their just powers from the consent of the governed; that whenever any form of government becomes destructive to these ends, it is the right of the

people to alter or abolish it, and to institute new government, laying its foundation on such principles and organizing its powers in such form as to them shall seem most likely to affect their safety and happiness.

And for the support of this declaration, with a firm reliance on the protection of divine providence, we mutually pledge to each other our lives, our fortunes and our sacred honour."

Oshawa Senior Citizens Centre

Attention Oshawa Seniors!!! Winter is coming, and so is the Oshawa Senior Citizens Centre's Program Guide.

In this handy brochure which will be available in early December, the total services offered by the Oshawa Senior Citizens Centre will be outlined. It is free and can be picked up at the Oshawa Senior Citizens Centre, 43 John Street West, the three Public Libraries, Information Oshawa, Civic Auditorium and Donevan Complex.

Included in this Guide will be the listing of Winter Courses run by the Oshawa Senior Citizens Centre in conjunction with the Durham Board of Education. We offer a wide variety of classes at 43 John Street West and in neighbourhood locations in Oshawa.

Some of the courses planned are Reflexology, Stress Management, Memoir Writing, Defensive Driving, Line Dance, Exercises for People

with Bad Backs, Fitness, Folk Art, Pottery, Tai Chi, Modern Square Dance and much more!

All courses cost \$1.00. A complete listing of programs as well as registration information are included in the Guide.

The Oshawa Senior Citizens Centre offers many other services including Footcare, Wellness Workshops, Snow Removal, Denture Cleaning Clinics, assistance in filling out forms, Day Program Seniors Helping Seniors Peer Assistance Program, information and referral, grass cutting, daily call reassurance, Postal Alert, and a variety of other programs to help keep people living independently in the community. More detailed information and who to contact regarding these programs is included in the Guide.

For more information on the Guide and the programs it contains, please call 576-6712 week days 9:00 a.m. to 5:00 p.m.

Education Committee Report

By PAUL GOGGAN

The 1988 Residential Program of the Labour College of Canada will be held in Ottawa from May 15 through July 9. The National Union will offer



four Labour College Scholarships during 1988 at a value of \$4,500 each. Every member of our Local Union is eligible to submit an application to attend the 1988 session of the

Labour College of Canada. The four Successful Scholarships Winners will be picked from the entire membership of the CAW in Canada.

The eight-week Residential Pro-

gram of the Labour College consists of five courses: Economics, Political Science, Labour Law, Labour History and Industrial Sociology.

To get an application to attend the residential program, you must write to: Brother Noel Stoodley, Registrar, Labour College of Canada, 545 King Edward Avenue, Ottawa, Ontario, K1N 7N5. Any members interested in applying should send for the application now, because it has to be returned before February 25, 1988.

All members of Local 222 are also eligible to participate in the Labour College of Canada Correspondence Course. This Course is made up of twelve lessons: three in Economic, three in Political Science, three in Sociology and the final three on graphs. The correspondence course costs \$30 and application forms are available from the Labour College, address above.

On February 20 and 21, 1988, The Education Committee of Local 222 will be sponsoring a Weekend Labour Education Seminar and all members are welcome to attend. Application Forms will be available at the Union hall early in the new year.

If you have questions about the Labour College of Canada Residential or Correspondence program, or Local 222's Weekend Labour Seminar call me at 579-0336.

If you have any questions or suggestions for the Education Committee, feel free to contact any one of the members, Paul Goggan, John Dolstra, Karen Couture, Brian Sliter, Larry Hannah, Glenn Bell, Bobby Fowler. You can also leave a message at the union hall for the Education Committee and we will get back to you. Thank you.

SUB Report

By TOMMY THOMPSON
Alternate SUB Representative
THANK YOU

I want to take this opportunity to thank Dean Lindsay, Jim Geer and Ken Sucee for their help filling out unemployment insurance applications and sub applications for the members in (B) Body Hardware and the (B) Body Paint Shop. I worked with these three men on the night shift with the Shift 2 workers from (B) Body in the week that

commenced on Monday, November 23, 1987 and then on the day shift with Shift 1 workers in the week that commenced on Monday, November 30, 1987. The same two weeks, Zone Committeemen Jim Irvine and Ray Emmorey took me around their respective zones on night shift and day shift and introduced me to each of the members who were being affected by the lay-off and thus gave me the opportunity to assist them in filling out their unemployment insurance and SUB applications and I would like to thank Jim Irvine and Ray Emmorey as well.

FABRICATION PLANT LAY-OFFS

I would also like to thank Zone Committeeman Butch Simms who

arranged for Alternate Committeeman Ken Demille to assist me when I was in his zone working on behalf of members who were being laid off at that time and Ken was a big help in filling out unemployment insurance and SUB applications. Ken Brack, the Zone Committeeman for the console area in Department 14 asked me to come into that department to assist those workers who were being effected by a lay-off scheduled for Friday, December 4, 1987. I appreciated Ken bringing this lay-off to my attention and I have been in to Department 14 and all of the applications for SUB and unemployment insurance have been completed.

FUTURE FABRICATION LAY-OFFS

Zone Committeemen Al O'Neill and Ken Brack have approved me on behalf of the members in their respective zones who are scheduled for lay-off in the week that commences on Monday, December 7, 1987 and I have assured both of the Committeemen that I will assist the cluster and plastic department workers and any members in the service departments in the fabrication plant with their unemployment and SUB applications.

I want to take this opportunity to wish all of the members of Local 222 A Merry Christmas and A Happy New Year and as my Grandmother would say, Wesolych Swiat Bozego Narodzenia oraz Szczesliwego Nowego Roku.

CAW Union Counsellors Report

By ORVILLE FAUGHT & JOHN LESURF

THE OSHAWA & DISTRICT CREDIT COUNSELLING SERVICE

Did you know that there is a United Way agency available to help individuals and families reorganize their financial lives, reduce their debt load in an orderly fashion and establish good budgetary habits?

As a non-profit organization, the Oshawa & District Credit Counselling Service charges no fees for its service. Since its inception in 1969, they have assisted over 4,800 individuals or families in dealing with their financial situations.

You do not need to be in trouble to approach Credit Counselling. Many people are setting up appointments to avoid future problems. The Agency's goal is not to get people to live without credit because credit is here to stay. Their goal is to assist you in meeting your obligations and learning how to handle your money effectively.

For the first appointment, the counsellor meets with you on a one to one confidential basis in order to complete a financial assessment including monthly living expenses, income, and debt load. Discussion fo-

cuses on your goals and how you want to reach them and how the agency can assist.

Maybe you only require counselling advice. You and the counsellor would join in determining the circumstances and deciding on possible solutions. Although not overextended, you may feel that you are heading in that direction and you want to avoid that by going to Credit Counselling.

Many families today, are concerned over their inability to save money. Being in control of your finances can assist you in saving money to achieve your goals.

If you are overextended and unable to meet all your obligations, the Oshawa & District Credit Counselling Service may be able to act as an intermediary between you and your creditors to arrange a satisfactory payment proposal. Stress is relieved and the family is then able to work towards a goal of resuming payment responsibility.

SOME WARNING SIGNS TO WATCH FOR

1. Are you using credit to pay for items that used to be handled with cash?

2. Are you taking out loans or cash advances to pay off old bills?

3. Are you a month or more behind in payments?

4. Are money problems causing arguments in your home?

5. Are you receiving phone calls or letters from your creditors?

6. Are you never financially prepared for emergencies?

The Agency is not there to make a judgement, but to assist you. It is a United Way non-profit agency with appointments available from 8:30 a.m. to 4:30 p.m., Monday through Friday, and there is no charge.

The Oshawa & District Credit Counselling Service serves Durham Region and is located at 172 King Street East in Oshawa. For more information, call John or myself or call the Oshawa & District Credit Counselling at 579-1951. In the Peterborough area call Mr. Steve Wesley at 742-1351.

IN CONCLUSION

At this time, we, at the Union Counselling Office, would like to wish all CAW members a safe and happy Christmas holiday.

Bring along
your
beef



ATTEND UNION MEETINGS

News and Views

By **DON WHALEN**
District 6, Committeeman

Since this is the last issue of the *Oshaworker* for 1987, I will keep it short. We have had a number of work refusals in our plant involving AVOs and the Marriage Area, etc. The latest refusal was when our plant was sent home when some members felt it was unsafe in the Body Plant when they felt they were working around asbestos. I have not received all the particulars in this case yet, however, I understand the government's report on this refusal will be handed down Monday December 7th. It will be too late to report on this in this issue, unless someone from the Body Plant gives a report with all the details.



I have received a number of requests from members throughout the district concerning the possibility of having can pop vs cup pop. I along with the help of your committeemen were successful in reaching an agreement that Versa Foods will be installing a can pop machine on a trial basis to see what the members would really prefer. I suggested this can pop machine be installed in the busiest vending machine area, but the location has not been confirmed yet. They have only agreed to one machine so far.

I will be in Toronto for the week of December 14th attending the CAW Intra Corporation Council until December 18th when I will be going for 2 weeks' vacation.

In closing, I would like to take this opportunity to wish you and your family a very Merry Christmas and a Happy and Safe New Year. I am looking forward to seeing you all in the New Year.

Skilled Trades Report

By **PAT BLACKWOOD**,
Skilled Trades Committeeman
Area Management

With 1987 coming to an end, it is time to reflect on what has transpired over the past year and where we are heading in 1988. It was back in December 1986 that we had our first introduction to the Area Management concept. The Company had been meeting secretly and had begun putting Product Managers in place in July of 1986. The Com-



pany's main reason for switching to this new concept was to lower decision making and resolution of conflict in the organization. The Company was hoping to reduce redundancy and duplication.

General supervisors and middle management will soon be a thing of the past. A prime example is the retirement of general supervisor Laurie Irving on December 23, 1987.

Each area is run by an Area Manager and our future depends on the decisions this man makes. This worries me as we look into 1988, as I believe the Company does not have the proper Area Managers in some areas. The problem is, how far will the product manager or plant manager allow these Area Managers to go before they are removed. Do we have to lose our shirts first?

Under the Area Management concept, there is supposed to be open communication with the employees and the Union. This is not happening in the Fab Plant, and in some cases the Area Managers are intentionally

leaving the Union out of these meetings. The new concept is meant to improve mutual trust, co-operation and still remain competitive. It is too bad that this message is not reaching some of these Area Managers.

The Area Managers are responsible for their own business unit and most are finding out what it actually costs to run a department. They are now scrambling to cut costs because they have spent too much on their office complex and new furniture. Even the President's Office doesn't compare to some of these. I guess the maintenance cribs in stamping will have to wait another year.

So what has Area Management done so far? Well, we have seen production lay-offs, tradesmen being reduced out of areas by attrition and some by lay-off. We are now seeing the Area Managers trying to make the tradesmen remaining perform work which is not their work. They are doing this to try and save money, but it is affecting our job security.

It is not line repairs' job to do construction work. Our construction department already competes with outside contractors everyday to keep work "in house." We do not need to see our work erode to the line maintenance areas. If construction was to lose their jobs, line repair tradesmen would be the first to hit the streets on a lay-off.

If you are requested to perform work not normally done by you, do it under protest and call your Committeeman. The same goes for demarcation lines, as the Area Managers will try to do more jobs with their own trades even if it means crossing demarcation lines. We must protect our jobs now and not let Area Management erode construction.

The Company has up to now left our department structure, overtime rights and transfer rights alone. This was not talked about in Toronto, to my knowledge.

I see 1988 as a year of many more changes and unless communication with the Union opens up, there will be more and more confrontations. If the Area Managers of these business units want to run their little kingdoms like dictators, and not communicate or work with the Union, we are in deep trouble.

I am not against the idea of the basic Area Management concept where everyone is involved in the decision-making process. I am disturbed about the way the Area Management is heading in the Fabrication Plant.

I would like to take this opportunity to wish each and everyone a Merry Christmas and a Happy New Year.

News and Views of Retirees

By **MAY PARTRIDGE**,
Trustee

Further to my last article on the refund of Sales Tax, when you buy a new car and are 65 or over. I have just assembled photo copies of my Ownership, Bill of Sale, Proof of its Paid for, and the form signed by my Doctor. You have three years after the date of purchase to apply. I didn't retire in '82 on Disabled Status, but was assessed as such in 1984. I



am in the process of drawing out my Metropolitan Life Insurance. My forms on Sales Tax will be mailed tomorrow. I'm not saying I'll get it, but it's worth a try. It will only cost a stamp, so go for it.

I had a long conversation with our Insurance Rep., Lloyd Clarke about

hearing from a Brother in Barrie at our Annual Conference, at how the Green Shield installed a whirlpool bath in his home for his wife because she was crippled with arthritis. He claimed it cost ten thousand dollars to install! Anyway the system was being abused, wouldn't you know it, so since the 1984 Agreement, they have placed some restrictions if you or a member of your family covered by your Green Shield, your Doctor must prescribe whirlpool treatments at a hospital or health spa. After a period of treatments and your Doctor says you need more and signs a document to Green Shield, they will install the whirlpool, but the maximum for installation is \$500. Never being a recipient of this service, I have no idea of the total cost. Check it out with your Doctor. You have nothing to lose.

I also had an enquiry about how you can apply to get the pay-out of your Metropolitan Life Insurance. I think I got mine from the Service

Rep, and get it signed and sent in. You're dealing with the Federal Government, so be prepared to be sent to a Metropolitan Doctor. I went to Dr. Fang and it took seven months to get the confirmation and first cheque.

I also talked to Bob Nickerson as to whether I would get the extra one thousand dollars insurance in the '87 Contract. I don't get it as I'm still drawing mine out and he promised to send me a chart of who will get it, but I will not comment until I have all the facts.

I hear there's a backlog of 170 people waiting to see the Pension Rep on retirement. I hope they all pay their one dollar dues through checkoff from the Company and come out to the Retirees Centre. We need new blood and new ideas.

Brother Nickerson also informed me the raise negotiated for us will be in the system January 1, which will be the February cheque plus three months retroactive pay.

How Much is Free Trade Worth?

By **DAVE SITARAM**,
Committeeman, District 8,
Zone 35

How much is your opinion worth? How about \$12.7 million? That's the overall price tag on the Tory attempt to sell their Free Trade deal. They



are spending up to \$7 million to produce two series of 15 million propaganda pamphlets which will tell one side of the story in hopes of turning around the sliding popularity of the proposals.

In addition, the Tories have dispatched a team of senior cabinet ministers and aides to fan out across the nation — anything to market the proposals.

This seems a rather strange exercise for Mulroney, a guy who just four years ago said, "This country could not survive" with a policy "of Free Trade we'd be swamped."

According to Mulroney then, the Americans would shut down our branch plant economy in bad economic times. Now he says we can't live without it.

If it is such a good deal, why is it necessary to launch an all-out propaganda blitz to sell it?

It's worth noting that after dismissing Free Trade during his leadership bid in 1983, Mulroney ignored it altogether during the '84 election.

Several months later however, a Tory poll showed that 80% of Canadians believed the country should seek close ties to the U.S. That was up from 60 percent three years earlier. Enough for Mulroney to forget his old "principles" and announce he was going for the bundle.

Throughout the negotiations, besides refusing to let the public in on just what was happening, Mulroney and his ministers consistently promised that a deal would not touch our political sovereignty, social programs, regional incentive grants and the Auto Pact.

Fact is, the deal as presented to date — the final working is still being hammered out, could affect all of the above and more.

Predictions on specific effect on jobs range from a loss of 500,000 (that's the government's own worst

scenario) to job hikes to close to a million.

As time passed, and more people thought about the concept, support for Free Trade began to fall. It continues to fall, which is why, of course, the propaganda campaign is necessary.

The political lines are clear. Ed Broadbent wants an election to decide the matter. John Turner says if he wins the next election, he'll nip the deal.

The main Tory justification to swing a deal was that it would protect Canada from the protectionism sweeping the U.S. Congress and Senate.

Since reaching a tentative pact, the Tories consistently make a bald claim that they achieved this protection.

Well, they haven't. There's nothing in the deal to date which guarantees Canada protection from U.S. countervails.

Indeed, ever since Mulroney Free Trade proposals captured the atten-

tion of U.S. politicians, the situation has deteriorated rapidly.

While we were being ignored, ignorance truly was bliss, but as soon as the Americans began to realize that Canada, not Japan, was the major player in their balance of trade deficits, we have been hit by a devastating series of punitive tariffs on our raw products.

With each new outrage, Mulroney would argue that a Free Trade deal would stop the imposition of countervail. Unfortunately, now that we have the deal, we know it isn't true either.

It also removes the penalty sections of the Auto Pact, despite consistent Tory claims the Pact couldn't be touched, and leaves the question of regional incentive programs up to a panel to decide whether or not they qualify for a subsidy and now, the final insult — spending even more of your money to buy your support.

Brian, if Free Trade is good for us, why don't you and your majority government put it to the people of Canada in the form of a referendum?



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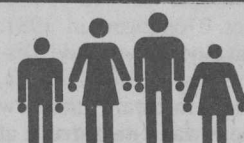
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Car Plant Chairman's Report

By DON THOMPSON
ROTATING SHIFTS

I would like to wish everyone a Merry Christmas and a safe, happy holiday. The rotating shifts have now been implemented in Plant One. I have been approached by a couple of Brothers asking why the Union agreed on the two weeks on, two weeks off, instead of going Paragraph 11 through 17. I will explain our reason.

On November 2nd, 1987, we were asked by management to attend a meeting as they had an announcement to make concerning Plant One. At this meeting, they went on to explain, because of poor car sales they were going to have a layoff of one complete shift in Plant One. It was suggested by Bill Peel — "Director of Car and Truck Assembly Operations" that instead of having an indefinite lay-off, close to 3500 employees, that he might be able to convince Detroit to let Oshawa go on rotating shifts, if the Union would agree to this arrangement.

At this time Chairman Jack Whalen asked for a recess so that the Shop Committee could discuss the pros and cons of this situation, like what could or might happen if we entered into an agreement with management on the rotating shifts.

Questions were asked during our discussion, like how many people would this affect, (some 3500 Brothers and Sisters) along with the fact you would have to have a seniority date of August 8th, 1983, to hold a job in the Oshawa Complex. We also had to make sure that everyone would receive Christmas Holiday Pay and Short Work Week for December 21, 22, 23, which everyone will. We discussed people being allowed to transfer to openings in other plants, which was agreed to.

If we had not agreed to the two and two, Management would have had to reduce the line speed or go to a Paragraph 11 through 17 layoff. This would have forced the lower seniority Brothers and Sisters from Plant One to other plants in Oshawa. This means not only production works but also those from Material Handling and the Sweeping Departments. You could have fifteen or twenty years seniority working in Departments 51, 53 and 44 and find yourself on the line in the Truck Plant or Plant Two.

Remembering the long changeovers and training, the Brothers and Sisters have just completed and these plants just getting on their feet, this mass disruption may have resulted in the Company having further lay-offs because of the retraining, again the end result would have been 3500 plus on the street for an indefinite period.

Considering all this and hoping that this situation is for a short term, Management would be able to implement the night shift in a very short period of time once sales dictate. Also the Plant One people would not be strung all over Oshawa, because one a shift is laid off, it would take a long time to get it back with the number of idle plants in the United States. I made the following motion — that the Shop Committee agree in principle to the two weeks off and two weeks on, and that we meet every 30 days with Management to discuss any problems which may arise from this arrangement.

This motion was seconded and was also supported by the majority of the Shop Committee present at this meeting.

I felt then, and now, that the Shop Committee made the right decision in using Paragraph 18 of the Local Agreement in handling the layoff in Plant One. I hope this answers some of your questions concerning this layoff, if you have any further questions give me a call at 6611 in plant.

Again, a Merry Christmas and a Happy New Year.

Plant Chairman's Report

By JACK WHALEN

It is hard to believe that Christmas is upon us and your 1987 set of negotiations is now history. With your new three-year agreement intact, only time will tell you, the membership, of the gains we have made on the Master and Local levels.

Some people play games and have a tendency to distort the facts, such as one Union official did in the last issue of the *Oshaworker*, against another Union official. We'll nickname this individual Henry, per se. I was not going to pay attention against this anti-union article, but thought I had better.

When Parts and Service phased out in Oshawa and went to Woodstock, District 7 changed in 1981. The new Paint Shop was made District 3 and the rest of this District, Body Shop and Hardware, the new District 7. There was a deal struck at this time to have the Committeemen in District 7, Zones 8 and 12, to represent Department 49 (unskilled maintenance) and District 3 District Committeeman to represent Department 49 also. Why would Committeemen from District 7 represent a Department in District 3. The only District in the Oshawa complex like this! The deal was for overtime purposes only in return for support in the upcoming elections in 1982!

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Robert White — A Movie Star?

By LLOYD CLARKE
Insurance Rep Chairman

I can only assume that we have always had the belief that in our democratic society, one has the freedom of speech based upon an individual's opinion. This opinion may differ from the majority, but you at least had the right to voice that opinion. Is that not one of the reasons that wars were fought when groups tried to suppress



that right?

CAW DEMOCRATIC RIGHT

If that is the case, then I can only assume that the same democratic right still prevails in the labour movement. In our case, the Canadian Autoworkers Union headed up by Robert White. However, there have been occasions at meetings, conferences, conventions, etc., where I have wondered about this when I have seen an individual verbally attacked at the microphone when the person did have a different opinion to the mass of **Bob White's supporters**. I still remember the situation when Tom Thompson Sr. stood alone at a microphone and questioned the splitting away from the UAW. I emphasize the word "questioned."

Therefore, based on the above, I would like to express a personal opinion on a couple of happenings that Mr. Robert White has activated within our CAW.

1984 MOVIE

When we initially went into the 1984 negotiations, we were informed that the reason for all the wiring and the lighting that were visible, was that people were to be informed, by a movie, what negotiations were all about. I am positive most of the then UAW membership and the general public saw the outcome of this movie. Two basic functions happened in this "movie" — vulgarity and the trials and tribulations of the powerful Mr. White. Of course more power was to come after the split took place and Mr. White became the President of the Canadian Autoworkers Union.

I want to make it abundantly clear that though I was not privileged to be a participant of the "back room activities," the inactive procedures of the 1984 negotiations only led me to believe that the action that was taken, later, regarding the split was correct. I just do not believe the membership or the general public should have been faced with a "movie" of vulgarity and placing a halo over Robert White's head. We all knew he was good in what he did — we did not have to be told. I can assure you, that in my limited experience there is as much or more vul-

garity from the company negotiators. No one saw or heard this. Why? It was to be told, why was the movie not whole instead of just Mr. White?

THE ULTIMATE BOOK

In the most recent activity of Mr. White is the publicity of his book. When I read in a local Oshawa newspaper that Robert White was at a local book store autographing his book and that he would be doing likewise in four other cities, I began to wonder if time had stood still regarding labour problems while he was on his road to glory. Once again I and many other people believe that the President of the CAW is a profound negotiator, but I wonder what he foresees in the future while on his road to glory. While Mr. White and some of his staff are accumulating additional members from other unions to the CAW for strength I wonder if it is necessary for him and his supporters to put the notion across that he can walk on water. In my belief only **GOD** could do that and whatever Mr. White is or will be, **GOD he is not**. I just hope that a **fine gentleman and leader like Mr. Walter Reuther** does not, as they say, turn over in his grave from all this.

On a more happier note, I would like to wish you and yours a very Merry Christmas and a Happy New Year. Be **VERY** careful while on your holidays because we all want you back.

GM-CAW Substance Abuse Program

By BILL MALNICK
Union Representative
North Plant

HELP FOR FAMILY MEMBERS OF ALCOHOLICS

Non-alcoholic spouses and children of alcoholics often believe they are alone in their difficulties in coping with an alcoholic family member. But they are not.

Usually if help is sought, it is for the alcoholic. "What should I do to help him (or her) get sober?" family members ask.

But, it is just as important for family members or closely associated friends of alcoholics to realize that whether or not the alcoholic seeks treatment or gets sober, they have also been deeply affected and hurt by alcoholism. There are heavy mental, emotional, economic and social costs of living closely with an alcoholic for an extended period of time.

Spouses, children, closely attached family members and friends of alcoholics have been emotionally hurt by long term coping with embar-

assment, denial, anger, fear, guilt, being manipulated and lied to. Many family members are subject to physical abuse, and sometime even sexual abuse. The National Council of Alcoholism estimates as many as 60 percent of alcoholic families in treatment have experienced domestic violence.

In many areas, agencies and organizations exist devoted to helping spouses, older children of alcoholics and others, learn about ways to cope with their feelings and problems more constructively, even if the alcoholic family member refuses to seek help for himself or herself.

The most readily available service for everyone regardless of individual circumstances are the self-help group of Alcoholics Anonymous, Al-Anon and Alateen.

A.A., Al-Anon and Alateen usually do not regularly depend on professional counsellors, nor do they document one's involvement. They are free of charge to all who wish to participate.

Alcoholics Anonymous is a pro-

gram open to any person who has a desire to stop drinking. Al-Anon is open to adult relatives or friends of someone who has a drinking problem. Alateen is a support group open to young persons between the ages of 12 and 21 who have either a family member or friend with a drinking problem.

Other kinds of agencies and programs also exist. These programs offer a various mix of service of professional and non-professional persons with knowledge and understanding of the alcoholic family system. Group education and private counselling are often available.

Remember, Alcoholics can and do get sober and stay sober. Family members of alcoholics can find help to cope with their problems, but first they need to ask for help.

For more information call your Substance Abuse Representative in your area of GM or call Alcoholics Anonymous. You are assured confidentiality.

May you and yours have a Merry and Safe Christmas and a Happy New Year.

another in our Union paper and I am assured it won't happen again.

We will be in Toronto the week of December 14th, at our Intra-Corporation Council, so I want to wish each and every member a very prosperous, healthy, and happy festive season. Merry Christmas and Happy New Year.



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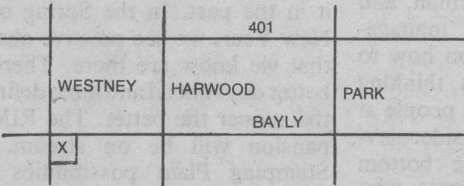
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SUB Report

By JOHN KOVACS, SUB Representative
and JERRY SMITH, Acting SUB Representative



As we promised in the previous issue of our paper, attached to this article you will find a sample of computer cards for the Shift No. 1 employees who are on lay-off. If you copy this off on your card using your own name, address and phone number, you should not have any problems to receive your benefits.

Please remember this sample card which shows you both sides is for the No. 1 Shift, Brothers and Sisters only. Also, please note that only the shaded parts have to be filled out by you, the rest will be printed on your card by the computer. Again, we like to emphasize to you the importance of question #2 on the card. "Have you started a full time job?" Your answer has to be NO. If you indicate YES, no further cards will be sent to you.

Please remember, if you are not sure, inquire first, before you send your card. If there is any kind of mistake committed, it will cause a lengthy delay in receiving your benefits.

A DIFFERENCE

There is a difference in your

Christmas Statutory Holiday Pay — depending on what shift you are working on the B-System. The Company notified me this past week, that their computerized payroll system cannot estimate short work week, therefore, if you are on Shift 2, you will be able to pick up two pay cheques on the 23rd of December, but in the first week you will have 16 hours (2 days) statutory holiday pay, and in the 2nd week you will have the 40 hours, 5 days statutory holiday pay in it. You will receive the 24 hours short work week pay after you return to work. We had several discussions with payroll department and Labour Relations, but to date we were not able to convince the Company to pay Shift 2 the estimated 24 hours SWW in advance. There is still time to resolve these issues, but time is becoming a definite factor.

CHRISTMAS HOLIDAY WEEKS, UIC CARD

Your SUB Representative and President, John Sinclair, met with UIC's Top Brass, and we received advise from the Commission on the

completion of UIC cards for the two-week period which covers the Christmas Holiday periods.

Please remember that the short work week and statutory Christmas holiday pay has to be declared under other monies on both sides of the card. On the card for Shift 1 employees, you declare 3 days (24 hours) regular earnings and 2 days (16 hours) statutory holiday pay in the first week and 5 days statutory holiday pay in the 2nd week on your card. Again, if you are not sure, please inquire. The UIC will be working both Christmas holiday week and will be closed 25th of December and 1st of January 1988, only.

Please remember our Union Hall will be closed from the 23rd of December and will be open for business from the 4th of January 1988.

IN CLOSING

We both want to wish you and your loved ones a very Merry Christmas and a very Happy Prosperous New Year.

It is contact with others which teaches man all he knows.

Employment and Immigration Canada / Emploi et Immigration Canada

BE SURE TO READ AND SIGN DECLARATION ON OTHER SIDE

Provide information requested for the period shown on the other side. Answer questions listed below.

N'OUBLIEZ PAS DE LIRE LA DÉCLARATION AU RECTO ET DE LA SIGNER

Donnez les renseignements demandés pour la période indiquée au recto. Répondez aux questions ci-dessous.

SIDE 1/CÔTÉ 1

Answer all the following questions by shading the appropriate block (IN PENCIL). Provide additional details as requested.
Veuillez répondre à toutes les questions suivantes en noircissant la case appropriée (AU CRAYON) et fournir les renseignements demandés, le cas échéant.

1 Did you work during the period of this report? If "yes" complete A, B and C on the other side and if your work has ended give reason below.

Avez-vous travaillé au cours de la période couverte par cette déclaration? Dans l'affirmative, remplissez les parties A, B et C au recto; si vous avez subi un arrêt de rémunération donnez-en les raisons ci-dessous.

2 Have you started a full time job during the period of this report? If "yes" give date started below.

Avez-vous commencé à travailler à temps plein au cours de la période couverte par cette déclaration? Dans l'affirmative, précisez ci-dessous la date de votre première journée de travail.

3 Did you attend a school or training course during the period of this report? If "yes" give the name of school and course below and complete "D" on the other side.

Étiez-vous aux études ou suiviez-vous un cours de formation au cours de la période couverte par cette déclaration? Dans l'affirmative, précisez ci-dessous le nom de l'établissement scolaire et du cours et remplissez la partie "D" au recto.

4 Did you or will you receive money other than that specified in C, D and E on the other side? If "yes" indicate below from whom and for what reason and complete "F" on other side.

Avez-vous reçu ou recevrez-vous des sommes autres que celles qui sont précisées en C, D et E au recto? Dans l'affirmative, indiquez ci-dessous la source de ces sommes ainsi que la raison pour laquelle vous les avez touchées et remplissez la partie "F" au recto.

5 Were you capable of working each day? If "no" give dates and reason below and complete "E" on other side, if applicable.

Étiez-vous capable de travailler chaque jour? Si vous avez répondu "non" à cette question, précisez ci-dessous les dates et le motif et remplissez la partie "E" au recto, s'il y a lieu.

6 Were you ready and willing to work each day? If "no" give dates and reasons below.

Étiez-vous prêt à travailler et désireux de le faire chaque jour? Si vous avez répondu "non" à cette question précisez ci-dessous les dates et le motif.

DECLARATION OF EMPLOYMENT AND INCOME TAX STATUS

JE DÉCLARE QUE LES RENSEIGNEMENTS FOURNIS DES DEUX CÔTÉS DE LA PRÉSENTE FORMULE SONT EXACTS ET ONT POUR OBJET D'ÉTABLIR MON DROIT AUX PRESTATIONS D'ASSURANCE CHÔMAGE. JE SAIS QUE DES PEINES PEUVENT ÊTRE IMPOSÉES OU DES POURSUITES ENGAGÉES CONTRE MOI SI JE FAIS SCIEMENT DES DÉCLARATIONS FAUSSES OU TROMPEUSES.

CLAMANT'S REPORT / DÉCLARATION DU PRÉSENTAIRE

SIDE 2/CÔTÉ 2

SIGNATURE: John Blow DATE: 12/15/87

COMPLETE SIDE 1 FIRST - REMPLIR CÔTÉ 1 D'ABORD

NAME / NOM	SIN	WAS	CELL	WKS
JOHN BLOW	1	12	15	

THIS REPORT COVERS THE / CETTE DÉCLARATION VISE LA (LES) SEMAINE(S) / SEMAINE(S) DÉBUTANT LE

WEEKS STARTING / SEMAINE(S) DÉBUTANT LE	WEEKS ENDING / SEMAINE(S) FINISSANT LE	WKS	WKS
06	12	1987	13

A	B	C	D	E	F
TOTAL HOURS AND DATES WORKED / HEURES, TOTALS ET DATES DE TRAVAIL	NAME AND ADDRESS OF EMPLOYER / NOM ET ADRESSE DE L'EMPLOYEUR	TOTAL EARNINGS BEFORE DEDUCTIONS / RÉMUNÉRATION BRUTE TOTALE	TRAINING ALLOWANCE AND TOTAL HOURS / ALLOCATION DE FORMATION ET HEURES, TOTALS	GROUP SICKNESS MATERNITY BENEFIT / PRÉLEVEMENT D'ASSURANCE COLLECTIVE MALADIE MATERNITÉ COLLECTIVE	OTHER MONIES / AUTRES SOMMES

DO NOT FOLD, MUTILATE OR STAIN / NE PAS PLIER, ENDOMMAGER OU TACHER

Fab Plant Report

By WAYNE MURPHY
District 9 Committeeman

With negotiations over, it's undoubtedly just as well as everyone can see that the auto industry is not working right now in our favour. We had thought we had seen the last of the permanent reductions in our Fab Plant. Considerable time was spent working on problems in many departments to prevent permanent reductions because of the bank of parts build and management's attempt to level their schedules. The Car Plant announcement of two weeks about and Plants in the U.S. that we supply, slowing down or closing, has affected our Plant again. Permanent reductions not only affect the particular production department, but any service department that surrounds it.

John Lewis, Area Chairman, and myself have approached management with several ideas on how to deal with these reductions, thinking of the best interests of the people at the top in position to consider several alternatives and the bottom people in these departments who would be affected in any permanent reductions. Being optimistic on these ideas, we had 65 people retire on December 1, 1987.

NEGOTIATIONS

It definitely was a real experience for me this set of negotiations, as it

was a first for me to be part of the unity of the Shop Committee, Districts, Area Chairmen. Along with Buzz Hargrove from the National Office, it proved to be a success for all of the membership. It was a good opportunity to work together to accomplish each and everyone's demands and to find out not everyone is the way that some politicians like to portray them as.

Everyone knew that if they were experiencing problems with their demands, that the rest of the Committee was there to support them. Only unity made the many needed changes in our local agreement.

We, in our Plant, will be able to rely on many local changes to answer to problems we have had for years, as a lot of local changes deal only and strictly with seniority.

As far as working conditions, we saw many major gains to suit the needs in the Fabrication Plant. I am in the process of putting together an up-date in the Plant highlighting these changes.

FUTURE

We are undoubtedly in the lull of the car industry, and we have all seen it in the past. In the Spring of the New Year, we see positive changes that we know are there. There are better days ahead and most definitely the sooner the better. The RIM expansion will be on stream. The Stamping Plant possibilities look very favourable.

In my absence while in negotiations, Jim MacLeod my replacement, did a tremendous job on our behalf. He spent considerable time on all issues and changes going on in the Plant. Especially when some of our elected and appointed

politicians talked out of both sides of their mouths when the seniority leveling of the Plant was going on after the permanent reductions in other departments had affected us to the point that something had to be done. Seniority is a very important factor to any employee at any time whether it be a promotion, lay-off, desirable job, transfer, etc. If we ever lose track of that, we are all in desperate trouble.

Management misleading people in the RIM issue that they were looking after their employees' best interests, only means that they couldn't care less about other seniority employees who faced permanent reductions in the Fab Plant. Certainly they have a business to run and we understand that, but most definitely not at the expense of other seniority people that can and have proven to do the job. One half of the department is general group and the other half is non-interchangeable. Who were they really concerned about other than themselves?

We as a Union represent everyone, not individual groups or individuals. We have to access everything any time and all the time, and our sole intent was to recognize everyone's best interests and rights. I just can't imagine what management means when they say the Company and the Union have to work closer together after the above episode. In other words, work together until we get what we want and the hell with everyone else, and anyone of us could have been in the everyone else part of it.

In closing, I want to wish everyone a very good Christmas and Holiday and all the best in the New Year.



By ART FIELD
Chairman, Election Committee
Election for Oshawa Transit Unit for Stewards and Health & Safety Representatives.

SERVICEMEN, CLEANERS, STORES

Steward — Stan Price — Acclamation
Health and Safety Rep — Kenneth Dyck — Acclamation

MECHANIC, BODY MEN

Steward — A. Morgan — Acclamation
Health & Safety Rep — A. Ross Dales — Acclamation

COACH OPERATOR

Stewards (2)
Gord Vickers 44 E
John Beattie 42 E
Bob Grace 14
Health and Safety Rep
Wayne Beattie 43 E
Allan Ashton 50 E
Brian Jessup 8
Gord Vickers was elected as Chairman of the Unit, by acclamation from the Steward Body.
Election in Duplate for Ontario

Election Committee Report

Federation of Labour delegates to Convention.

David Goguen 43 E
James Kinlin 43 E
Local 222 CAW delegates to the Ontario Federation of Labour Convention, for Balance of Local are:
Brian Hatfield — Lantic Sugar
Phil Deschamps — Lear Siegler
Donna Burke — EMI Plastics
Brian Parry — Cliff Mills Motors
Brian Smith — St. Mary's Cement

ELECTION COLUMBUS-MCKINNON UNIT

COMMITTEE PERSONS HEALTH & SAFETY REPS

Zone 1 (Chain Dept.)
Richard (Rick) Stewart 10 E
David Alford 7
John Gignac 1
Zone 2 (Chain Processing and Quality Control)
Ric Callacott 17 E
Stephen Holland 13
HEALTH & SAFETY REP
Ken Barlow 54 E
Philip J. Mead 33 E
Steve McCoy 26
Don Burnham 18